



# JUST CULTURE

PRESENTED BY TEAM DENALI

APRIL 2019 EMPLOYEE TRAINING

# HIGH RELIABILITY ORGANIZATION (HRO) TEAM - DENALI

- What is an HRO?

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# OBJECTIVES – YOU SHOULD BE ABLE TO ANSWER THESE QUESTIONS TODAY

- What is Just Culture
- What are three different types of human behavior
- What are things to consider when starting a coaching conversation with a coworker
- What can I do to make HAMHWE safer

A decorative graphic on the left side of the slide, consisting of a network of light blue lines and small circles, resembling a circuit board or a stylized tree structure, set against a blue gradient background.

# WHAT IS JUST CULTURE?

[HTTPS://WWW.YOUTUBE.COM/WATCH?V=ZRBKG2O0WBM](https://www.youtube.com/watch?v=ZRBKG2O0WBM)

# JUST CULTURE AND THREE LEVELS OF HUMAN BEHAVIOR

HUMAN ERROR – CONSOLE  
AT RISK BEHAVIOR - COACH  
RECKLESS BEHAVIOR – CONSEQUENCE

[Behaviors Video](#)

# HOW NOT TO COACH YOUR COWORKER

## Bad Coaching

# STARTING A COACHING CONVERSATION WITH A COWORKER

Whether a coaching conversation is proactive or reactive consider the following:

- Privacy
- Body Language
- Non-threatening
- Be ready to listen
- Don't be a know it all
- Shift the focus to the future
- Seek verbal commitment

# WHAT CAN YOU DO

- If you see something say something
- Start coaching conversations